

MONTANA CHEMICAL DEPENDENCY CENTER POLICY AND PROCEDURE MANUAL

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| Policy Subject: Bargaining Units | |
| Policy Number: ADP 05 | Standards/Statutes: ARM 37.27.121.130 |
| Effective Date: 01/01/02 | Page 1 of 2 |

PURPOSE: To describe the Bargaining Units (unions) that are present within the facility and to delineate the facility strike plan to ensure continued patient care in the event of a union strike.

POLICY: The most current contracts that are in effect define the agreement between management and labor employees associated with an identified facility union.

PROCEDURE:

- I. Union description and associated employees
 - A. The American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, Local 1620 includes the following staff: Licensed Practical Nurses; Treatment Specialists; Support Staff; Janitorial Staff.
 - B. The Montana Federation of State Employees (MFSE), American Federation of Teachers, AFL-CIO, Local 3753 includes the following staff: Licensed Addiction Counselors.
 - C. All staff not falling within one of the categories outlined in either A or B above are non-union staff.
- II. Strike Plan
 - A. In the event of a union strike:
 - 1. All non-union staff will immediately be on-call and at the discretion of

the Director, or their designee, to cover needed services.

2. Additional staffing needs that may be present and unmet by available staff will be coordinated by the Administrator, or their designee, with the Administrator of the Addictive and Mental Disorders Division of the Department of Public Health and Human Services.
3. The outside doors will remain locked during a strike with only authorized personnel allowed in the facility.
4. Any further admissions into the facility will be immediately canceled for the duration of the strike.
5. All interactions with the union, media or others will be the responsibility of the Administrator, or their designee, through coordination with the Administrator of the Addictive and Mental Disorders Division and other appropriate DPHHS staff.

B. Patient Priorities

1. The first priority shall be the safety and continued care of all patients currently in the facility.
2. Any patient census reduction will only be done by a thorough evaluation of individual patient status in their treatment process and then only with all appropriate discharge planning and coordination having been completed.
3. Patients who meet critical population status will not be considered for discharge and include, but may not be limited to: patients on the Medical Treatment Unit; patients with special medical or psychiatric needs; pregnant women; patients with legal requirements; other extenuating or unique patient needs.

Revisions: _____

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| Name | Date |

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| Approved By: _____ | <u>01/01/02</u> |
| David J. Peshek, Administrator | |

